

Maine Commission for Community Service

NOTE: The Strategic Plan strategies assigned to Task Forces for 2006-2009 constitute special focus areas but do not reflect all the work of each Task Force. There are ongoing duties that each must ensure are carried out. E.g., grant reviews and awards by Grant Selection and Performance and Blaine House Conference on Volunteerism by Excellence and Expertise.

Goal 1: Maine citizens will volunteer at rates sufficient to address local human and environmental needs.

OBJECTIVE	STRATEGIES	TASK FORCE
<p>Objective 1a By 2009, at least 35% of Maine adults will devote time outside regular family and work responsibilities to either community service or civic activities.</p>	<p>Strategy 1 – Use MCCS outreach resources to leverage promotion and public understanding of the benefits, opportunities, and impact of volunteer efforts. Strategy 2 – Focus MCCS marketing resources on VolunteerMaine initiatives and develop a branding that is easy for others to use in conjunction with their own identities. Strategy 3 -- Apply MCCS marketing efforts to high visibility, high traffic, high impact avenues and provide technical assistance to regional or local partners who want to reach smaller target groups.</p>	Marketing and Public Relations
<p>Objective 1b By 2009, no less than 50% of Maine school-aged youth will devote time either to community service, civic activities, or community-based service learning.</p>	<p>Strategy 1 – Cultivate change in public and nonprofit community volunteer programs so they engage school-aged youth as volunteers (rather than clients) who assist with delivery of mission-related services. Strategy 2 – Support development of a model community-based service learning program that can be used to demonstrate to local organizations the value and efficacy of engaging youth as full partners with adults in local service efforts. Strategy 3 – Develop a public education strategy that promotes implementation of best practices for youth service among school districts that require students to do community volunteer service.</p>	Excellence and Expertise Grant Selection and Performance Marketing and Public Relations

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Goal 2: Maine volunteer programs will achieve the maximum possible impact on community needs through high quality, sustainable service.

OBJECTIVE	STRATEGIES	TASK FORCE
<p>Objective 2a By 2009, The number of Maine volunteer programs that implement 90% of the 22 essential management practices in their operations will increase from 33% to 45%.</p>	<p>Strategy 1 – Develop training and technical assistance systems for sponsors and staff of volunteer programs in at least 2 regions (e.g., York and Penobscot) so that technical assistance, training, and consultation services are accessible at the local level.</p> <p>Strategy 2 – Focus MCCS training and technical assistance for National Service on developing complete volunteer management systems in 90% of the host agencies</p> <p>Strategy 3 – Identify and provide access to high quality on-line training programs related to volunteer administration and promote use across all volunteer sectors in Maine.</p> <p>Strategy 4 – Determine how best to recognize and reward volunteer programs that implement management systems reflecting all the essential practices and implement a pilot system for doing so.</p> <p>Strategy 5 – Develop and conduct a survey of Maine volunteers to ascertain their personal perceptions about the quality and impact of their volunteer service in a way that parallels the Status of Volunteer Programs survey.</p> <p>Strategy 6 – Develop a sustainability plan for the Volunteer Maine Partnership.</p>	<p>Partnerships</p> <p>Excellence and Expertise in collaboration with Grant Selection and Performance</p> <p>Excellence and Expertise</p> <p>Excellence and Expertise</p> <p>Excellence and Expertise</p> <p>Excellence and Expertise</p> <p>Partnerships</p>

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<p><u>Objective 2b</u></p> <p>By 2009, 85% of volunteer program managers will know if their job descriptions reflect the core competencies for their profession and 100% will report that their official duties explicitly include volunteer management.</p>	<p>Strategy 1 – Educate volunteer managers, human resource managers, and administrators of volunteer program sponsors about the core competencies for volunteer managers and the relationship between program success and well-prepared volunteer program managers.</p> <p>Strategy 2 – Model use of core competencies in developing MCCS training opportunities for volunteer program managers and indicate in training materials which competencies relate to the content offered.</p> <p>Strategy 3 – Develop a state professional association for volunteer managers.</p>	<p>Excellence and Expertise</p> <p>Excellence and Expertise</p>
<p><u>Objective 2c.</u></p> <p>By 2009, 25% of volunteer managers with less than 5 years experience will report they have had at least 16 hours of formal annual training in volunteer administration.</p>	<p>Strategy 1 – Increase from 4 to 12 the number of trainers certified to teach a 24-hour course on volunteer administration and ensure it is offered at least twice each year with an option for earning CEUs from UMaine.</p> <p>Strategy 2 – Promote formation of at least two additional communities of practice among volunteer program administrators with facilitators who can guide members in self-paced professional development based on the core competencies.</p> <p>Strategy 3 – Identify effective teaching principles for remote and electronic learning and use them to deliver in-depth training on at least two volunteer management topics (e.g., developing role descriptions; developing recruitment plans). Acknowledge completion by participants in a manner that includes the number of hours.</p>	<p>Partnerships</p> <p>Excellence and Expertise</p> <p>Excellence and Expertise</p> <p>Excellence and Expertise</p> <p>Excellence and Expertise</p>

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<p><u>Objective 2d.</u> By 2009, Maine will have the capacity in at least three regions to accept, screen, orient, and deploy volunteers effectively as requested by emergency management personnel.</p>	<p>Strategy 1 – Collaborate with MEMA to develop in two additional regions the expertise to operate a volunteer reception center during emergencies.. Strategy 2 – Develop skills needed to manage a statewide volunteer response through VolunteerMaine.org that is integrated with the new internet based Emergency Operations Center Strategy 3 – Develop volunteer responses for the priorities identified by volunteer sectors encompassed by Citizen Corps (health, fire, law enforcement, emergency management) and a support system for the emerging programs</p>	<p>Partnerships Partnerships Partnerships</p>

Goal 3: The MCCS board will locate and access resources that either increase capacity in volunteer programs or engage volunteers to meet community needs.

OBJECTIVE	STRATEGIES	TASK FORCE
<p><u>Objective 3a.</u> By 2009, MCCS will have a deliberate and formal process both for assessing the resources needed to carry out its work, securing those resources, and sustaining the work over time.</p>	<p>Strategy 1 – In consultation with staff, develop a skills inventory for Board Composition that is tied to the strategic plan as well as operations. Document and evaluate the process to determine the best frequency for review and update of the inventory. Strategy 2 – Develop a written assessment tool that catalogs all Commissioners’ skills and integrate its use into both the nominating process and strategic planning process. Complete first assessment by June 2006. Strategy 3 – Establish a schedule of annual events for board development and a process for determining the content based on Commissioners’ skills in identified areas. Strategy 4 – Based on the strategic plan, identify resources needed to accomplish the objectives and develop a plan for board involvement where appropriate.</p>	<p>Executive Executive Executive Executive</p>

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<p>Objective 3b. By 2009, 90% of volunteer service and service-learning programs funded by CNCS in Maine will demonstrate impact and effectiveness related to the priority funding areas for the state.</p>	<p>Strategy 1 – Coordinate grant-making to National Service programs to ensure all grantees are addressing one or more of the critical needs identified as Maine funding priorities.</p> <p>Strategy 2 – Among AmeriCorps*State programs, give priority support to volunteer generation activities that engage individual citizens for at least four hours in service related to host site missions.</p> <p>Strategy 3 – Increase participation of host site supervisors in training, technical assistance, and development of volunteer management capacity.</p> <p>Strategy 4 – With the regional CNCS office, develop an “impact report” for Maine that relates grantee data to change in communities, particularly as it relates to funding priorities. Develop a report for the 03-06 grant cycle that can be used as a template for the 06-09 cycle.</p>	<p>Grant Selection and Performance</p>
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